

HireAbility Vermont

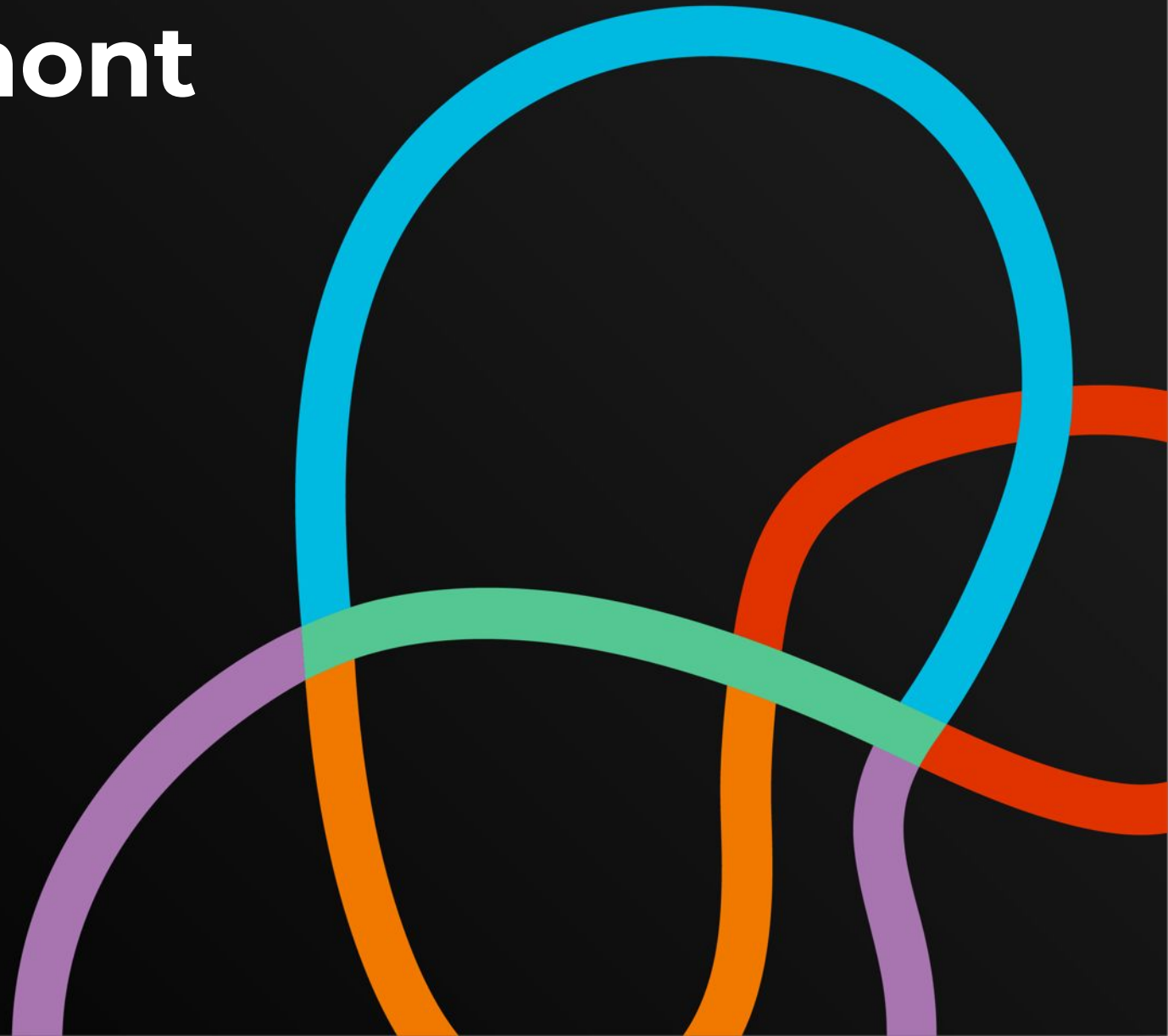
Diversity

Equity

Inclusion

Access

April 7, 2022



**We help communities solve
complex social problems.**



Social Contract Team



Denique



Whitney



Kass



Karen



Tina



Ron



Kia



Liz



Carling

Dog Treats by Waggies & Maggie & Friends



Waggies is a nonprofit dog treat company whose mission is to employ persons with intellectual disabilities



Overarching Goals:



Diversify HireAbility
Workforce



Put out the Welcome Mat for
all Customers

DEIA Initiative: 5 Broad Focus Areas

Organizational Values: Review & refine values to explicitly include DEIA, integrate into strategic planning, recommit to DEIA

Staff Development: Develop recruitment & retention strategies that reflect the communities we serve, on-going DEIA training for current & new staff, incorporate DEIA into performance management

Planning: Review & improve current practices & policies, review current demographics, involve staff, consumers & employers in the planning & implementation of DEIA

Organizational Structure: Assess how welcoming the DVR program is to diverse groups, consider outreach strategies to engage the community

Governance: Identify a senior manager to oversee development of DEIA practices into services, develop DEIA committee and advisory board, identify resources to sustain DEIA

HireAbility & Social Contract DEIA Project

2022

Phase 1 & 2: Stakeholder Engagement, Social Change Navigation, Needs Assessment and Blueprint Development

2023

Phase 3 & 4: Implementation & Sustainability Planning, Social Change Navigation

How We Solve Complex Problems

The Social Contract Process



HireAbility & Social Contract: 4 Phases



Phase 1: Stakeholder Engagement - Needs Assessment



Phase 2: Blueprint - program plan



Phase 3: Implementation Plan



Phase 4: Sustainability Plan

5 Project Goals - 4 Phases

1. Engage, align and **coordinate stakeholders** (staff, consumers & employers) in the planning, co-creation and implementation of DEIA across the landscape
2. Provide leadership/social **change navigation** & coaching to build capacity for change
3. Develop recommendations to **embed DEIA** into all components of HireAbility including strategic planning, practices/policies, values, and staff training/development that are embraced by all stakeholders
4. Develop an **implementation plan** that prioritizes recommendations including HR and service delivery improvements
5. Co-create **sustainability/transition plans** and a governance structure to ensure long term implementation including monitoring and evaluation of DEIA practices




Phase 1

Needs Assessment & Social Change
Navigation

Phase 1 - Goal 1: Engage, align & coordinate stakeholders to plan & co-create DEIA needs assessment

Deliverables

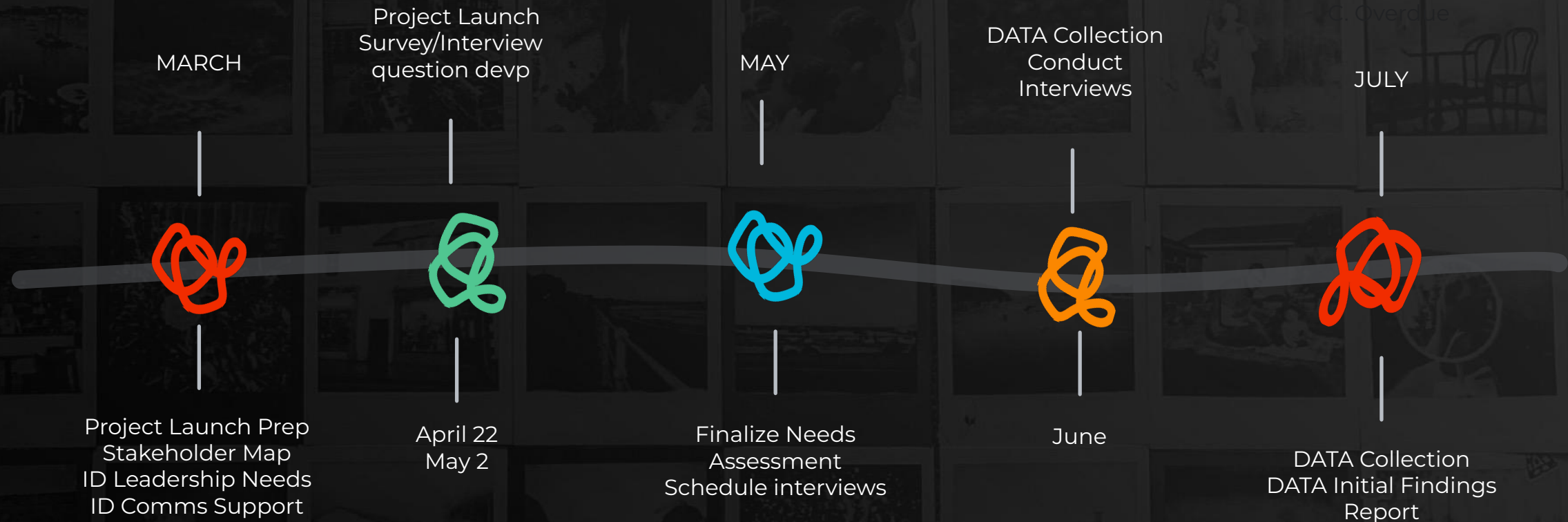
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1. Research existing tools, methodologies and best practices
 2. Gather demographic and other relevant data about the population HireAbility serves
 3. Develop a stakeholder engagement map and the schedule for stakeholder interviews, focus groups, and surveys
 4. Develop interview, focus group, and survey research questions to execute a DEIA self-assessment
 5. Deploy surveys, conduct interviews & focus groups to understand current state, capacity for change and opportunities for new DEIA policies
 6. Present data findings to the DEIA Steering Committee

Phase 1 - Goal 2: Provide social change navigation & coaching to build capacity for change

Key Deliverables:

- Identify leadership needs and capacity to lead & navigate social, cultural change
- Provide individual and group leadership coaching as needed

Phase 1 Timeline: March - July



Project Launch Agenda

- DEIA Principles and Framework
- Comprehensive Project Plan Presentation
- Needs Assessment Design Workshop
- Leadership Navigation Session




Phase 2

Blueprint Development

Phase 2 - Goal 3: Develop a **blueprint** to embed DEIA into all components of HireAbility including strategic planning, practices, policies, values, and staff training/development that are embraced by all stakeholders

Deliverables



1.	Review HR and service policies and procedures and assess components for resign or redevelopment
2.	Further review and analyze data from surveys, focus groups and interviews for blueprint recommendations
3.	Assess current state of staff recruitment, training and performance management for blueprint recommendations
4.	Facilitate 2-3 consensus building sessions for leaders, regular touchpoints with leadership
5.	Draft, review and finalize blueprint

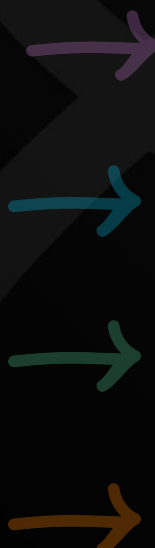


2023 Phase 3

Implementation Plan

Phase 3 - Goal 4: Develop an **implementation plan** that prioritizes recommendations including HR and service delivery improvements

Key Activities



1.	Facilitate strategic planning sessions with leadership to co-create a plan and prioritize recommendations
2.	Finalize service delivery processes and improvements to fully implement DEIA
3.	Finalize HR policies for recruitment, retention and performance management
4.	Draft and finalize a detailed implementation plan with corresponding staff and stakeholder materials




2023 Phase 4

Sustainability Plan

Phase 4 - Goal 5: Co-create **sustainability and transition plans** for a governance structure to ensure long term implementation fidelity including monitoring and evaluation of DEIA practices

Deliverables



1.	Create a DEIA Committee and Advisory Board with diverse representation and ensure organizational structure is in place to support it
2.	Provide data driven recommendations for long-term DEIA support
3.	Develop an evaluation plan to monitor progress and effectiveness of the DEIA initiative and practices



Social Contract

www.socialcontract.org